

# Studying Gender to Teach Gender

*Keywords: Gender Teaching, Gender Certificate, Gender Skills*

## Relevance

There is still a lack of awareness of gender socialisation in primary and secondary education as well as at universities. Considering **gender and diversity issues in teaching** as an integrative approach is part of instruction strategy development and quality control across the

university as a whole. One must first seek **instructor skills development** and gender didactic class design, as well as to expand the curriculum to include gender issues. Secondly, there is a need for **gender skills training for students** themselves.

## Aims & Objectives

The aim of focussing on teaching gender is to improve the **awareness of gender in education** in order to arrange an equal setting during school-time socialization to prepare equal opportunities for men and women. The goal of continuing education programs in the area of gender and

diversity skills for instructors and students at university is to promote sensitivity and foster methodical skills for teaching staff and students in furtherance of a **more just academic culture**.

## Lecturers' Level

Seminars in the series *Gender and Diversity in Teaching* are directed toward all lecturers at the LMU and deal with issues of gender equality in university teaching.

### Awareness of gender in education

The goal is to sensitize instructors to existing structural and stereotypical attributions related to gender or conditions of social and family upbringing. In addition, these courses can count as professional instruction toward the *Bavarian University Teaching Certificate* through *ProfilLehre*.

### A gender and diversity plan

On the one hand, the various offerings of this program want to help academics reflect on their own skills in dealing with heterogeneity, and on the other hand, there is discussion of which **areas in research** and **day-to-day teaching** might be crafted differently in the future to demonstrate more gender skills under certain circumstances. Finally, it has to do with how one's own gender skills can be expressed in a written gender and diversity plan.



## Students' Level



### Volition

Continuing education classes for students (*LMU-PLUS*) that cover **gender and diversity skills** bring home to course participants why our increasingly heterogeneous society makes it necessary to demonstrate diversity skills.

### Knowledge

The courses convey basic knowledge of the social construction of gender stereotypes and foster a deeper understanding of communication and behavior processes that contribute to reducing social prejudices.

### Ability

In application oriented exercises, participants learn methods that are helpful for integrating heterogeneous groups. Furthermore, they are given the ability to thoughtfully analyze different approaches for structurally reducing diversity, to assess these approaches, and then to develop new stimuli in existing structures.

*"I'm aware of gender issues in teaching now and will try to integrate this approach in my lectures. We definitely need more such trainings."*

(Professor, participating in a LMU seminar *Gender and Diversity in Teaching*)

*"The gender trainings helped our company to develop a consciousness for this topic and to tailor its measures regarding 'promoting diversity'. The participants took with them the knowledge that they are all facing the same or similar challenges as a woman, making them stronger on their way to their individual careers."*

(Plant Manager Continental Automotive GmbH Dortmund)

*"In these seminars I specifically learned that gender skills are crucial for teaching in schools."*

*"I now have a far more complex understanding of gender than before and see many issues that our society still needs to tackle."*

(Students, participating in the *LMU-PLUS* program)

## Certificate

By successfully participating in two of the program's seminars and generating an individual gender and diversity plan for research and teaching that contains about 5,000 characters, the participants can obtain the *Gender and Diversity Skills in Teaching and Research Certificate*. The gender and diversity plan will be reviewed by a panel of experts.

## Certificate

By successfully participating in at least four of these courses and composing a critical essay on issues related to gender and diversity skills (on the order of 4,500 characters), the students can obtain the *Gender and Diversity Skills: Volition, Knowledge, Ability Certificate*.

